

SECRET

DD/A 81-0194

29 JAN 1981

MEMORANDUM FOR: Deputy Director of Central Intelligence

VIA: Personnel Management Evaluation Staff,
Office of Personnel Policy, Planning, and
Management

FROM:
Acting Deputy Director for Administration

SUBJECT: FY 1980 Annual Personnel Report

REFERENCE: Memorandum for Multiple Addressees (PERS 80-4045);
From Director of Personnel Policy, Planning,
and Management; Dated 29 December 1980; Same
Subject

1. The attached analysis reflects an overall healthy, dynamic and efficient career service which has weathered well the changes of the past five years. This analysis reveals a number of positive and negative trends. On the positive side, we have experienced marked improvement in affirmative action. Fiscal-year comparison of on-duty strength, hiring, conversions, and promotions indicates great strides in this area. We have a healthy overall promotion rate of 36%. Resignations are down as are low-performance counseling cases.

2. Lest we be too elated with our pluses, there are some significant minuses. Leading the list is our ever-widening gap between ceiling and personnel. The present hiring freeze will further aggravate this problem. Retirements, especially at the supergrade level, have increased dramatically. In this regard we are optimistic that the flood gates may have closed on 18 January 1981. Barring unforeseen developments, we anticipate a decline in retirements for the next two years - (FY-82 and FY-83).

Attachment:
DDA Annual Personnel Report

ALL PORTIONS CLASSIFIED
SECRET

SECRET